

Adopted Policies

Definition of Demand Occupations

The WorkSource centers can use a variety of resources to help determine whether a job is in a demand occupation. What is a demand occupation and what is the threshold wage?

A demand occupation is one that, at minimum, provides a *self-sufficient wage* (as defined in the Annual Plan). Whether or not a job offers benefits may also constitute a factor in a determination of self-sufficiency. In addition, a placement is deemed satisfactory even when its starting wage falls *below* the defined self-sufficiency level if the placing WorkSource center demonstrates that such placement is in a career track that allows the job seeker to attain self-sufficiency.

The WorkSource centers are responsible for monitoring customers' progress and ensuring that those customers are on career paths that lead to self-sufficiency. The WorkSource centers may not restrict customer options. Therefore, just as school guidance counselors are required to educate their students about school and career options, WorkSource centers are required to make known to their customers information and options in regard to demand occupations and industry clusters.

The LA Economy Project shall be the primary source for a WorkSource Center when determining whether a job is in a demand occupation or in an industry cluster. In addition, the WorkSource Center may use the following information:

1. Refer to the Economic Development Corporation's (EDC) economic research. This should be done yearly because economic conditions change—an industry selected one year can subsequently weaken, so demand occupations must be assessed annually. <<http://www.laedc.org/index.html> >
2. An additional source for industry cluster information is the State of California homepage at <http://www.ca.gov> then double click at "Business", "Labor and Employment," "Major California Industries," or "Business Facts and Figures," etc.
3. The U.S. Bureau of Labor Statistics website at <http://www.bls.gov> has available information on occupations, annual and hourly wages, career tracks, etc., as does <http://www.i-train.org>.
4. Refer to the State of California Employment Development Department (EDD) website at <http://www.edd.cahwnet.gov/>, double click "Labor Market Information," for general information on jobs, for information on high paying, high demand jobs, for information on jobs for which demand is growing or shrinking, etc.
5. Refer to ERISS, if available. Many WorkSource centers have access to their website, which offers local job market information, including average salaries, and occupational demand. <<http://www.eriss.com> >

A WorkSource center may use any of the above-listed resources. A WorkSource center is required to a) justify any determination that a particular job is in a demand occupation, b) document any steps taken in reaching that determination, and c) maintain such documentation in the file of the particular customer for whom such determination is made.